

**Second Amendment to  
The Ohio State University  
Adoption Assistance Plan**

**WHEREAS**, The Ohio State University (“OSU”) maintains The Ohio State University Adoption Assistance Plan, as amended and restated, effective as of January 1, 2017 and subsequently amended effective as of January 1, 2018 (the “Plan”);

**WHEREAS**, pursuant to Section 8.8 of the Plan, OSU unilaterally reserves the right to amend or modify the Plan at any time; and

**WHEREAS**, OSU desires to amend the Plan as described herein.

**NOW, THEREFORE**, effective as of January 1, 2020 (the “Amendment Effective Date”), the Employer hereby amends the Plan as follows:

1. Section 2.1 of the Plan is hereby deleted in its entirety and replaced with the following:

**2.1 Eligible Employees** -- “Eligible Employee” means an OSU employee who holds an Eligible Appointment (as defined below) and has satisfied the Waiting Period (as defined below). For purposes of this Section 2.1:

- (a) “Eligible Appointment” means a regular or term appointment of at least 50% full-time equivalency (FTE) in one of the following classifications: Faculty, Associated Faculty, Unclassified Administrative and Professional Staff, Senior Unclassified Administrative and Professional Staff, Classified Civil Service Staff, or Clinical Instructor House Staff.
- (b) “Waiting Period” means one year of employment with OSU in any Eligible Appointment(s). Once an individual satisfies the Waiting Period, he or she will always be treated as satisfying the Waiting Period, regardless of whether the individual has a break in service or transfers to an appointment that is not an Eligible Appointment.

An individual ceases to be an Eligible Employee on the earlier of (i) the date of his or her termination of employment with OSU or (ii) the date of his or her transfer to an appointment that is not an Eligible Appointment.

2. Capitalized terms not otherwise defined in this Second Amendment shall have the meanings ascribed to them in the Plan.
3. All other terms and conditions of the Plan shall remain in full force and effect.

*[Signature page follows]*

**IN WITNESS WHEREOF**, OSU hereby adopts this Second Amendment effective as of the Amendment Effective Date.

**The Ohio State University**

By: Michael Papadakis

Name: Michael Papadakis

Title: Senior Vice President for Business and Finance & Chief Financial Officer

By: Susan Basso

Name: Susan Basso

Title: Senior Vice President for Talent, Culture & Human Resources